

University & Distinguished Professorships

PURPOSE:

The University Professor title is the highest distinction for Michigan Tech faculty. It recognizes faculty members who have made outstanding contributions to the University and their discipline over a substantial period of time. The expectation is that University Professor appointments will be awarded to faculty holding Distinguished Professor titles or endowed faculty positions.

The Distinguished Professor title recognizes outstanding faculty members who have made substantial contributions to the University and their discipline.

DESIGNATED TITLE:

University Professor
 Distinguished Professor of *(Name of Academic Discipline)*

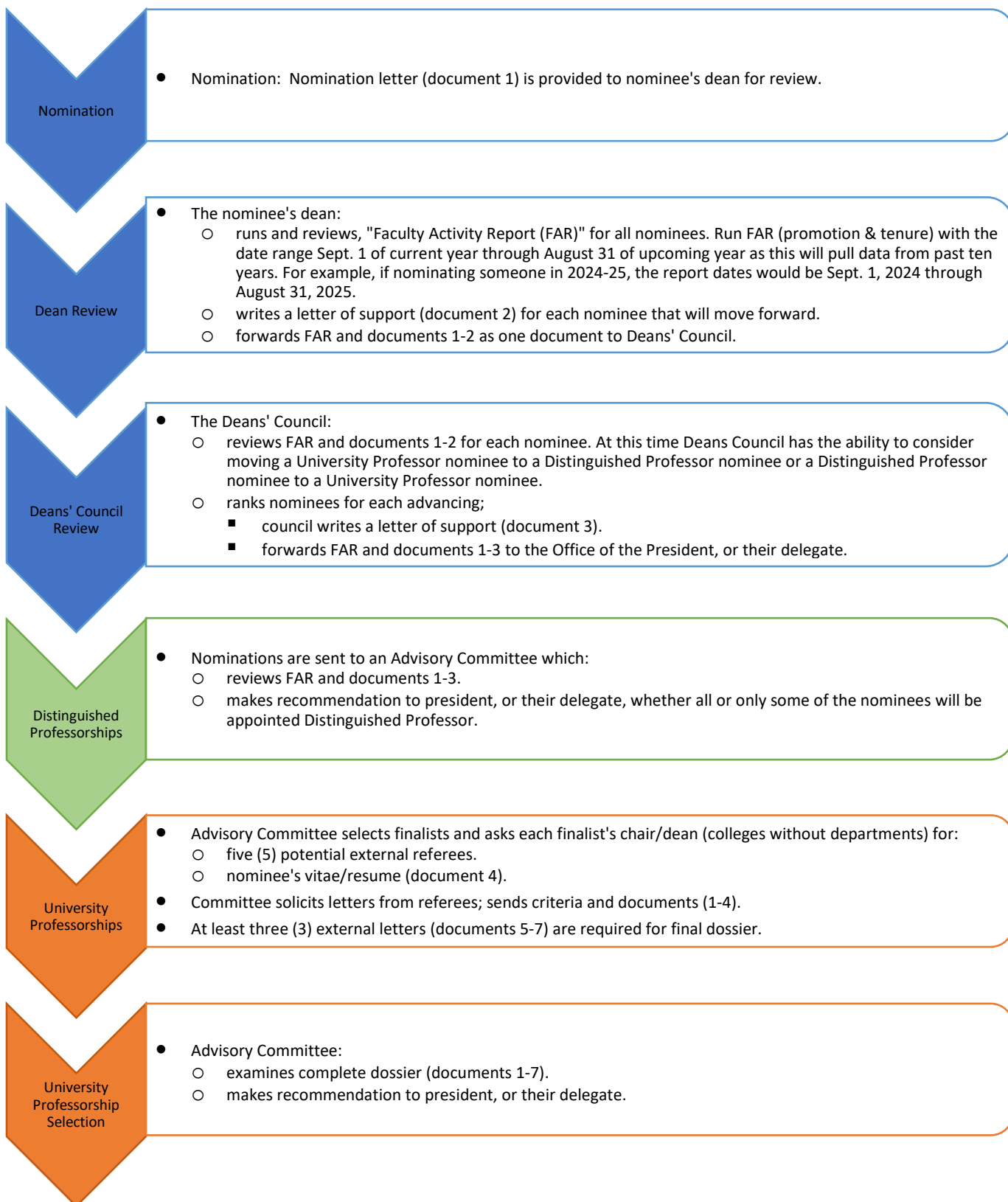
GENERAL SELECTION CRITERIA:

University and distinguished professors are expected to meet several criteria. University professors will be selected without regard to college affiliation or academic program.

Criteria	Distinguished Professor	University Professor
Eligibility The candidate must be current and an active member of the faculty with the rank of professor. ¹ and <i>(see specifics in cells to the right)</i>	<ul style="list-style-type: none"> • Have at least four (4) years of service at Michigan Tech at the rank of professor • Do not currently hold an endowed position 	<ul style="list-style-type: none"> • Have at least ten (10) years of service at Michigan Tech, with at least seven (7) years at the rank of professor
Recognition The candidate must be a recognized leader in their field. Wide recognition of their accomplishments and acknowledgment of national and international leadership in their research or creative field should be documented by a combination of...	<ul style="list-style-type: none"> • Noteworthy research and/or creative contributions • A record of invited lectures or performances • External awards, citations, or other high-level commendations 	<ul style="list-style-type: none"> • Exemplary research and/or creative contributions • Major invited lectures or performances at noteworthy sites • Prestigious awards, citations, or other high-level commendations • Previous recognition as a distinguished professor or as the holder of an endowed faculty position
Leadership The candidate must have a demonstrated record of significant leadership at the institutional level that includes: <ul style="list-style-type: none"> • teaching, • research or creative activity, • service, <u>and...</u> 	<ul style="list-style-type: none"> • Contributing to the advancement of their field through the education of students (graduate and undergraduate) who have been recognized for excellence 	<ul style="list-style-type: none"> • Contributing significantly to the advancement of their field by preparing students who have attained positions of prominence • Strong support from both internal and external colleagues who are recognized leaders in their fields

¹ As an active member of the faculty, a nominee cannot be retiring within the current academic year or in a phase out plan.

Process Overview:



PROCEDURES:

Nomination

- Faculty members, departments, programs, or colleges without departments are eligible to nominate candidates.
 - Previous nominees can be nominated again the following year. New materials are not required. Resubmitted nominees would be counted towards the nomination limit (see below).
 - At least two years should have passed before nominating someone who has served in an administrative role.
- Faculty may self-nominate.
- Deans are not eligible to make nominations.
 - Deans will be asked to supply materials for each candidate whose nomination will be advanced out of a college for further consideration.
 - Deans should be aware of the number of faculty in their unit holding a university or distinguished professorship to avoid sending a nomination when already at the cap.

Internal Letters (For Nominee Dossier)

- Each letter should explicitly address the nominee's qualifications in the areas outlined under General Selection Criteria (above).

Confidentiality

This is a confidential process, and nominees should not be informed they are being considered.

Review

At each stage of review, only applications that include all expected materials should be moved on. Incomplete applications will be disqualified.

SELECTION PROCEDURES:

Advisory Committee

Nominations sent to the Office of the President will be reviewed by an Advisory Committee that will consist of five (5) professors selected by the president. The membership of the Advisory Committee will be broadly representative of the range of scholarly fields represented at Michigan Tech. Each member's term will be three (3) years; members may be appointed to continue serving for a maximum of one (1) additional consecutive term.

The committee may rank, or otherwise prioritize, nominations; consideration should be given to the number of active professorships compared to the University limits (outlined below).

University Professorships

The Advisory Committee will review the documents provided for each nominated candidate. Individuals whose records most exemplify the high standards set in the selection criteria will be considered as finalists.

External Referees

Potential external referees will be identified by the finalist nominee's chair or dean (colleges without departments). Referees should be recognized senior leaders in the nominee's area of expertise and are expected to hold the title of full professor or an industry equivalent.

External letter writers will be supplied with the selection criteria and asked to address the criteria in their letter. To avoid disappointment or embarrassment among nominees who are not selected, individuals writing letters should be asked to keep the nomination confidential.

Selection

After reviewing external letters in conjunction with other components of the dossier, the committee may, at its discretion, make a recommendation to the president that one, more than one, or none of the nominees be recognized as university professors.

Distinguished Professorships

The Advisory Committee will review the documents provided for each nominated candidate. Individuals whose records most exemplify the high standards set in the selection criteria may be recommended to the president for recognition as distinguished professors. The committee may, at its discretion, make a recommendation to the president that one or more individuals be recognized as distinguished professors.

Periodic Review of University and Distinguished Professorships

The Advisory Committee will be asked to review a current University or Distinguished Professor's Faculty Activity Report at each five-year anniversary to determine if their teaching, research, and service continues to meet the standards for their respective Distinguished or University Professorship. For each Distinguished or University Professor the committee will communicate to the provost that they have no concerns, or outline concerns that they do have relative to the meeting of the standards associated with the title. The provost will recommend any action to the president relating to the concerns of the Advisory Committee.

UNIVERSITY LIMITS:

University Professorships

In no case should the number of active university professorships exceed two percent (2%) of the total number of tenured and tenure-track faculty at Michigan Tech. University professors will count towards the 2% cap for the first five years of their appointment.

Distinguished Professorships

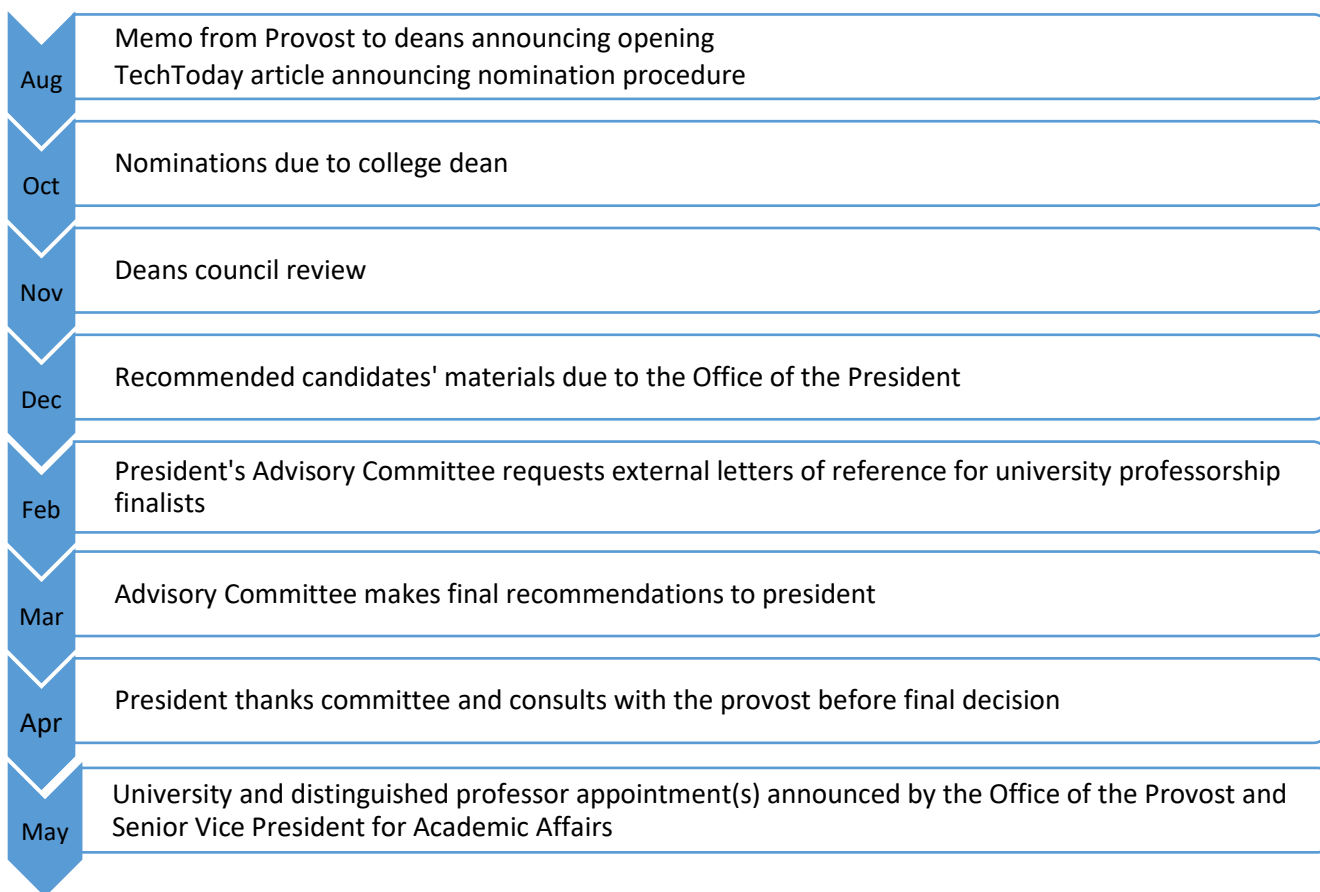
In no case should the number of active distinguished professors in a college exceed ten percent (10%) of the number of tenured and tenure-track faculty in that college. Colleges will refrain from making nominations whenever the allotted percentage would be exceeded if an additional distinguished professor were to be named.

Determination of Availability

Each July, the number of available slots will be calculated by the Office of the Provost and Sr. Vice President for Academic Affairs by subtracting the number of active university and distinguished professors from the caps. If one or more titles are available to award, the President may, at their discretion, request that the provost initiate a process to seek nominations for new university and/or distinguished professors.

PROCESS TIMELINE:

The selection process will follow the general timeline below:



Exceptions to this timeline may be granted by the Provost and Sr. Vice President of Academic Affairs.

AWARD DETAILS:

REMUNERATION:

Financial benefits outlined in this section are to be reviewed every two years and may be modified by the president as needed.

Awardees will be recognized by the provost and president in a public venue commemorating their achievement.

University Professorships

In most cases, this honorary title will carry financial benefits in the form of a

- one-time transfer in the amount of \$15,000 from the provost's office to the faculty member's IRAD index as well as
- annual bonuses in the amount of \$5,000 per year for the first five years from the respective college.

If a faculty member holding the title of University Professor moves into an administrative role at Michigan Tech, they will retain the title without the applicable financial benefits while serving in an administrative role.

Distinguished Professorships

This honorary title will carry financial benefits in the form of a \$10,000 transfer from the respective college to the faculty member's IRAD. The college will work with the newly named Distinguished Professor to determine if the funds will be as a one- or two-time transfer.

Faculty may retain their distinguished professorship title if selected for an endowed position or after moving into an administrative role at Michigan Tech, but they will not retain the applicable financial benefits.

EXPECTATIONS:

Named university or distinguished professors will be asked to give a seminar showcasing their current research or creative activities.

DURATION:

A faculty member will retain their highest title (University Professor or Distinguished Professor) until they resign or retire from Michigan Tech. There may be extenuating circumstances in which a university or distinguished professor (current or past) will be asked to no longer reference this title. Before this takes place, the provost, with input from the advisory committee as appropriate, would make a recommendation to the President of the University.

EMERITUS STATUS:

A university professor who retires from Michigan Tech with emeritus status may retain the title: "University Professor, Emeritus."

A distinguished professor who retires from Michigan Tech with emeritus status may retain the title: "Distinguished Professor, Emeritus."

Faculty who are granted emeritus status will no longer count towards the University limits when calculating available slots for new nominations.